

**TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE**



FISCAL NOTE

HB 1878 - SB 1407

March 23, 2011

SUMMARY OF BILL: Requires all local education agency (LEA) employees who work in a position for which no teaching license is required to be hired on an at-will basis, rather than a year-to-year contract. Authorizes the director of schools to dismiss any non-tenured licensed employee for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty after giving the employee written notice of the charge or charges and a hearing.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Currently, any employee may be dismissed by the local director of schools after notice has been given and a hearing has occurred. Non-licensed staff will no longer be provided with notice and a hearing upon termination for incompetence, inefficiency, insubordination, improper conduct, or neglect of duty.
- Non-tenured licensed staff will continue to receive notice and a hearing.
- Any decrease in local expenditures as a result of fewer notices being sent out and hearings being held will be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink, reading "James W. White".

James W. White, Executive Director

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